



WILDHEART TRUST

JOB DESCRIPTION

Gardener

Job Title:	Gardener
Department:	Facilities
Location:	The Wildheart Animal Sanctuary, Sandown, Isle of Wight
Reports To:	Facilities Manager.
Supervisory Responsibilities	Work experience students/ volunteers
Functional Relationship	The Facilities Manager / Staff / public/Work Experience Students/volunteers

General Function of the Position

To maintain all beds, borders, pathways, plantings, trees and other horticultural areas to the highest standards, ensuring the site is presented in the best possible light to our visitors. Ensure tidy and well-kept flora within animal habitats which is sympathetic to the animals natural habitat, thus supporting the Trusts conservation messaging.

Identify and address health and safety issues as regards horticulture around site. Work with the broader facilities team to ensure the sanctuary is always exemplary in its presentation. Assists in the maintenance of native areas, including, but not limited to restored wetlands and woodland on site and off site.

Who Are We

The Wildheart Trust is a registered charity which is dedicated to rescuing animals from cruelty and optimises their power as ambassadors to end animal exploitation and protecting their wild counterparts. The Trust runs the Wildheart Animal Sanctuary and provides governance for its conservation aims.

Never before have the realities of widespread animal exploitation and abuse been so apparent. We aim to end animal cruelty in captivity, whilst ensuring cohesive and well-functioning ecosystems in the wild.

The Trust actively campaigns to end practices that drive animal suffering in captivity. In addition, it links the rescued animals with its conservation work, providing funds and technical support to in-situ conservation programmes for tigers in India, lemurs in Madagascar and native species here in the UK.

Organisational Values

The Wildheart Trust has three values that form the core of how employees carry out their work at The Wildheart Animal Sanctuary and across any future organisational developments it may have. The values shape the culture of the organisation and demonstrate what is important within

The Wildheart Trust. These values focus on how we do our job and how we conduct ourselves in the workplace, and as a Trust:

- We are united and thrive as a team
- Every interaction is an opportunity to impress
- We are purposeful and at the forefront of change

Key Tasks

1. Horticulture Tasks

Maintain all of the Sanctuary's grounds to a high professional standard

Ensure all pathways, borders, beds and displays are well kept, free from weeds and presented to the highest possible standards

Ensure animal habitats are well kept, linking with the animal team to coordinate works

Ensure all works are undertaken with minimal disruption to public, forward planning disruptive activities to avoid busiest periods

Use of small garden machinery and compact material handler, for a variety of garden maintenance tasks to include mowing, strimming, leaf blowing and hedge trimming

Use of hand tools for a variety of garden maintenance tasks to include digging, planting, weeding and pruning

Propagate and maintain all plants within the nursery for use on site

Keep tools in a good working order, with regular maintenance, reporting all damages to the Facilities Manager

Supervising work experience students and volunteers within the Horticultural department

Light site maintenance duties as required by the Trust

2. Health and Safety

To comply with all Health and Safety requirements as per the Wildheart Animal Sanctuary's Health and Safety Manual

Adhere to the safe working procedures and RA's at all times and report any issues

Ensure all works are undertaken in a safe manner and work stations are never left in a way that is hazardous

Work with wider teams as needed to coordinate early or late works as necessary to avoid risk to public

3. Planning

Attend meetings with the Facilities Manager to run through work schedules and undertake agreed actions

4. Human Resources

Attend formal and informal training as required. Identify additional training with the Facilities Manager for professional development

Person Specification Details

Qualifications

BTEC level 2 in horticulture or equivalent experience. Desirable.

	Chainsaw, brush cutter and hedge cutter tickets desirable, as is a PA1/ PA6 spraying certificate, although training can be given
Skills and Abilities	
Machinery	Competency in the operation and basic maintenance of garden machinery
Outside work	Good physical fitness and ability to work outside in all weathers
Supervision	Ability to supervise work experience and volunteers in a constructive and diplomatic manner
Time Management	Good time management skills, and ability to be self-motivated when working alone
Reliability	Ability to commit to tasks given and complete in a timely manner Responsible outlook and common sense approach to tasks
Animal Welfare	Sympathetic understanding to the welfare of animals and conservation
Visitor Focused	Strong communication and people skills including a positive, friendly and approachable attitude at all times towards visitors to the Sanctuary.
Teamwork	Actively participates as a member of a team to move the team toward the completion of goals Contributes actively and fully to team projects by working with colleagues collaboratively, working towards consensual solutions that enhance the output of the team Accepts share of workload
Living the values	A clear understanding of the values and behaviour expected within the role
Charitable outputs	An understanding of how this role supports the delivery of our charitable outputs

Signatures	
Signed: (Line Manager)	Date :
Signed: (Employee)	Date :